

MSSD's Postsecondary Enrichment Program (PEP) students Nona Sutherland and Brad Thomas speak at a May 24 ceremony on behalf of the 27 students who completed this year's program. PEP is an intensive study program to prepare students for college entrance.

Classes planned to help staff reach required levels on the SCPI

This article—the fourth in a series—focuses on the sign language training program to help staff meet their required levels on the Sign Communication Proficiency Interview (SCPI) and the timelines that will be recommended to complete each level satisfactorily.

The Department of Sign Communication will offer regular, ongoing sign language classes specifically designed to help staff members reach their required SCPI level. Staff members who need additional training to reach their required level will be scheduled for the classes. Classes will be offered each year during fall, spring, and summer semesters.

Under University policy, regular

and extended temporary staff employees will be given release time to attend the sign language classes at least until the required level of proficiency has been achieved. Employees will be expected to advance to each level of sign proficiency within the time frame described below until the required level of proficiency is achieved. (Each timeline indicated is from the first available semester of sign language training.)

- **Novice**—Three weeks of intensive training. (May be repeated one time.)

- **Novice Plus**—One year. (Three semesters beyond Novice.)

continued on page 2

MSSD, KDES set graduation events

Approximately 58 Model Secondary School for the Deaf (MSSD) seniors will receive their degrees at ceremonies for the 21st graduating class, to be held at the Field House on Friday, June 14, at 10 a.m.

The Kendall Demonstration Elementary School (KDES) will hold its graduation ceremony on June 13 at 1:15 p.m. in the MSSD auditorium.

The speaker for the MSSD graduation will be Tom Holcomb, an assistant professor in the Department of Human Development at the National Technical Institute for the Deaf. He is the first graduate of MSSD to receive a Ph.D. This fall he will be an associate professor in the School of Education at San Jose State University in California.

Vivienne Simmons was named valedictorian and Kathryn Lindsay

salutatorian at MSSD's June 5 awards ceremony. Simmons was also named outstanding senior.

Videotapes of the ceremonies will be available for \$35.

A "Grad Night Bash" will be held on Thursday, June 13, at 8 p.m. in the MSSD gym for students, parents and family, faculty, and staff. A live band will play for dancing.

On the morning of graduation, a breakfast will be held for students and their guests in Ely Center from 7:30 to 9:30 a.m.

Dr. Roslyn Rosen, dean of the College for Continuing Education at Gallaudet, will be the speaker for the KDES graduation. Immediately after the event, refreshments will be served in the KDES cafeteria to the 22 graduates and their families.

Gallaudet develops new three-point affirmative action plan for employees

Gallaudet has developed a new Affirmative Action Policy consisting of three plans for hiring and promoting employees, including a precedent-setting plan that emphasizes the need to recruit and train more deaf and hard of hearing employees, and those with disabilities.

"Gallaudet University is a University for deaf and hard of hearing people, and Gallaudet needs to take that kind of leadership role," said Dr. Jack Gannon, special assistant to the president for advocacy, about the Affirmative Action Plan for Deaf, Hard of Hearing, and Disabled People. Gannon co-chaired the task force that helped develop the plans, along with Dr. Ann Davidson, dean of the School of Preparatory Studies.

The three plans, developed over the last three years by a 9-member institution-wide task force and two consultants, with input from the Gallaudet community, can each stand alone but together make up the University's complete Affirmative Action Policy. All three plans were approved by the Board of Trustees at its May meeting.

With its new Affirmative Action Policy, the University restates its commitment to treat all people equitably in its hiring, employee development, and promotion practices.

The first two plans, for minorities and women, and for disabled veterans and veterans of the Vietnam era, have been revised to reflect recent affirmative action requirements. While the University previously had a plan

called "Affirmative Action for the Handicapped," the new plan is the first of its kind.

According to this plan, deaf and hard of hearing people currently make up roughly 30 percent of the University's executive, administrative, and managerial work force and about 40 percent of its technical and paraprofessional workers. However, fewer than 10 percent of the University's skilled craft, service/maintenance, and clerical positions are held by deaf and hard of hearing people.

"It is a fact that Gallaudet hasn't been up to par on the number of deaf people we could have hired. We can do better," said Gannon.

Therefore, the policy not only states that the University will aggressively recruit deaf and hard of hearing people for vacancies in general, but that "Gallaudet will attempt to recruit and employ deaf and hard of hearing individuals to fill vacancies that occur in the clerical, skilled crafts, and service/maintenance job groups where current representation levels are less than desirable."

Such statements may alarm people, said Gannon. "Some people get the impression that adding this third plan means Gallaudet will fire all of its hearing people. That's not true. We wouldn't accomplish anything by doing that.

"I think people should see this in a more positive light. Gallaudet is taking a very significant leadership role.

continued on page 2



President I. King Jordan greets actress Stephanie Beacham, who visited Gallaudet and KDES last month. Beacham, who is hard of hearing and a strong advocate of civil rights for deaf people, is perhaps best known for her role in the TV series "The Colbys."



Stephanie Joyner, a videolaudio-visual specialist in MSSD's Learning Resource Center, gets her 10-year service award from her supervisor, Kitty Fischer (right), while principal Cindy Bailes looks on.

Announcements

The Gallaudet Library is preparing a directory of periodicals related to deafness to be published in late 1991 or early 1992. There is no charge for people who want to list deafness-related newsletters or magazines in the directory. The deadline for submitting sample copies of these publications to the library is Sept. 30. For more information, call Steven Frank in the library, x5215 (TDD).

Delegates representing all states in the nation will meet in Washington, D.C., at the White House Conference on Libraries and Information Services the week of July 9-13 to recommend nationwide public policies on how libraries and information services can be improved. Friends of the Library for Deaf Action has prepared a series of papers for the delegates. Individuals who wish to observe the conference

or see a copy of the papers can call Susan Cohen at (301) 493-2554 (TDD) or 493-2555 (V) for more information.

A 90-minute sign-interpreted "Scandal Tour," covering 100 places of interest in Washington where a scandal has taken place, will be held on Thursday, June 13. The tour bus will leave the Field House at 7 p.m. Tickets are \$20 and can be bought at the Ely Center Multipurpose Room from 9 a.m. to 5 p.m. June 11-13, or from PACE, x5044.

The Maryland Association of the Deaf will hold its annual convention Aug. 9-10 from 9 a.m.-5 p.m. in the Carousel Hotel in Ocean City, Md. For information or to apply for an exhibit booth, call Hillel Goldberg, X6148 or (301) 776-5104 (TDD), or E-mail HAGOLDBERG. The deadline is July 1.

Plan restates commitment to equality

continued from page 1

And by protecting one group, we help others and vice versa. Down the road, we'll identify other populations

(groups) and areas that need attention and improvement and will give those attention too."

Davidson added, "Because of the availability of data, the University will also have a responsibility to establish annual goals where under-representation exists for women and racial minorities."

All three plans state that Gallaudet administrators who are involved in the hiring process will receive copies of the policy and will be expected to assist in its implementation.

The plans also state that through its administrators and supervisors and a routine review process, the University will identify qualified employees and encourage appropriate training to ensure that they have equal opportunities for advancement.

The University's compliance with the affirmative action plans will be monitored by an Affirmative Action Advisory Council that will work with LaVarne Hines, equal employment opportunity officer and director of Administrative and Community Services, and report directly to President I. King Jordan. Dr. Jordan will select the council members from the campus community, and Gannon estimates that the council will begin work in October.

Timelines for SCPI levels given

continued from page 1

- **Survival**—Two years. (Three semesters beyond Novice Plus.)
- **Survival Plus**—Three years. (Three semesters beyond Survival.)
- **Intermediate**—Four years. (Three semesters beyond Survival Plus.)
- **Intermediate Plus**—Five years. (Three semesters beyond Intermediate.)
- **Advanced**—Six years. (Three semesters beyond Intermediate Plus.)

For example, if a staff member's position requires an Intermediate level, and he or she receives an initial evaluation of Novice, the employee will have four years—a total of 12 semesters—to reach the required level. However, each level in between must be reached each year.

Employees who apply for and receive another position on campus requiring a higher level of sign proficiency will be expected to achieve that level in three semesters for each level beyond their current required level. For example, if an employee has achieved the Survival level for his or her current position and receives a new position requiring Intermediate level skills, the employee will have three semesters to achieve Survival Plus and three more semesters to achieve Intermediate.

The senior administrative officer may approve an extension to the timelines in one-semester intervals if: the employee is on approved sick leave for a period of time that would prevent satisfactory completion of the course;

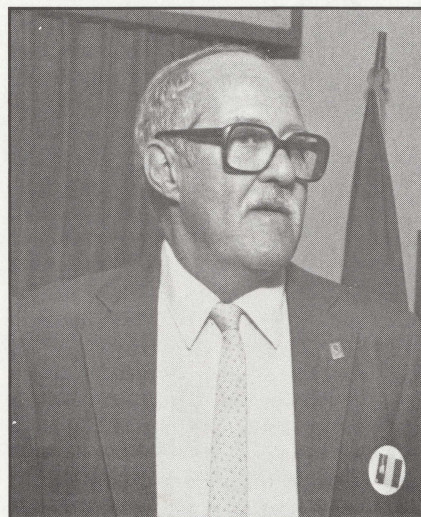
Elmer "Mo" Tapscott dies

Longtime Gallaudet employee Elmer "Mo" Tapscott died May 31 after a prolonged illness. A viewing was held June 4 with interment June 5 at the Little Zion Baptist Church in Nokesville, Va., where Tapscott lived on the family farm.

Tapscott retired in October 1988 as a materials handler and warehouse assistant after serving the University for 30 years, continuing a family tradition of work at Gallaudet that today spans more than 100 years. His daughter, Sandra, an admissions specialist, is carrying on that tradition today.

In 1981, Gallaudet showed its appreciation for the Tapscott family's loyalty by naming the road on the Florida Avenue side of College Hall Tapscott Street.

Condolences can be sent to Tapscott's mother, Mrs. Elizabeth Tapscott, Route 2, Box 785, Nokesville, VA 22123.



Elmer "Mo" Tapscott in a 1988 photo.

the employee is on an approved leave of absence for a period of time that would prevent satisfactory completion of the course; the employee incurs a disability that would prevent participation in sign language training; or the senior administrative officer identifies any other employment-related condition that would affect the employee's ability to participate in sign language training.

Classified Ads

CLASSIFIED ADS are printed free as a service to Gallaudet faculty and staff. They must be submitted in writing only to *On the Green*, MSSD, Room G-37, or E-mail LMMCCONNELL. Off-campus phone numbers must include an area code and whether the number is voice or TDD. Ads may be run for a maximum of two weeks, if requested and if space permits. Ads received June 10-14 will be published June 24.

FOR SALE: '88 Chevy Celebrity, 4-dr., automatic, AC, 40K mi., exc. cond., \$5,000. Call x5540 or (301) 874-2734 (V/TDD), or E-mail DBGALVAN.

FOR SALE: Electric fan, \$15. Call John, x3113.

FOR SALE: Bathroom set: shower curtain, trash can, floor mats, toilet seat cover, clock, towels, silk flowers, spring green color, \$80. E-mail 12KMITCHELL.

SHARE: 2-BR, 1-bath house, Takoma Park, Md., w/deaf female, females preferred, walk to Metro, reasonable rent, avail. Aug. 1. Call Will Verbits, X5375 or (202) 537-3050 (V/TDD).

FOR RENT: 2-BR apartment in semi-detached duplex, newly renovated, W/D, WW carpet, AC, storage, parking, near bus and Green Line Metro, 1 mi. to Catholic U., avail. mid-June, \$600/mo. Call (202) 832-3978.

FOR RENT: 3-BR Fenwick Island bayfront home, 3 mi. from ocean, kitchen, full view of sunsets, \$70/night, \$425/week. Call Roz, x5351 (V/TDD).

FOR RENT: Beach condo at bay side near Ocean City Sheraton, shopping, 500 steps to beach, sleeps 6, TV/decoder, TDD, microwave, swimming pool. Call Ron, (301) 434-6409 (TDD), or E-mail RESUTCLIFFE.

NEEDED: Baby furniture in good condition: cribs w/sheets and pads, playpens, booster or high chairs; donate or loan to Family Learning Vacation, July 21-27. Please deliver to KDES Room 2324, or can be picked up July 19 and returned July 27. Call Steve or Bernadette, x3092.

WANTED: Someone to train as a personal care attendant for 72-yr-old deaf paraplegic male. Call Lisa, (301) 725-4519 (TDD) or E-mail LCJACOBS.

FOR SALE: Large upright freezer, with lock on door, good cond., \$75. Call Barbara White, x5160, or E-mail BJWHITE.

FOR SALE: '80 Mazda GLC, 2-dr., 4-speed manual, radio, 30/38 mpg, good cond., \$1,000. Call Tapsy, (703) 697-4505 (V/TDD), or (703) 643-0811 (TDD) eves.

FOR SALE: Work desk w/shelf, drawers, \$110; knee chair (good for lower back), \$40; large bookshelf, \$30; large, soft couch, \$75; director's chairs, \$20; all prices negotiable. Call Scott x5410 (V/TDD) or (202) 863-9520 (V), or E-mail DV_STRZELEC.


FOR RENT: Private BR to mature, responsible male/female, DW, AC, W/D, Lanham-Seabrook, Md., 4 mi. to New Carrollton Metro, avail. May 31, \$266/mo. inc. util. Call Dudley, (301) 794-5846 (TDD) after 6 p.m.

FREE: Kitten, 3-mo.-old black male, litter trained, to good home. Call Mike Reeder or Lolo Sapida, (301) 498-8341 (TDD) eves., or E-mail MREEDER or LSAPIDA.

FOR RENT: Small BR \$200; middle BR \$220; 5-min. walk to Kendall Green, avail. July 1. Call John x3113.

FREE: Pekingese, 11-mo.-old male, shots, housebroken, loves kids, owner allergic. Call x5140 or E-mail BKSKEILLER.

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